"Job Satisfaction of Senior College Teachers and It's Impact on Worklife with Special Reference to Latur District"

A synopsis submitted for Ph.D

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➢ Introduction:

Satisfaction is the thing for which each and every person is working. Many times we consider satisfaction in material facts but there is another side of coin, several people find their satisfaction in immaterial facts. Work is the way to find our own satisfaction of Life. Empowerment of Nation depends on the education of its people. Only education has the power to transform the normal population into qualitative Human resource. In today's era, Human resource development is time-honoured as a foremost factor that explains the degree of difference performance in economic and social aspects of the country. The developing country and educationally empowering country like India, higher education on a mass and widespread scale provides the basic structure on which we can raise the future structure of the entire national development. In this regard, Technical Education plays a fundamental role in human resource development of the Nation by creating vocational manpower, increasing industrial productivity and improving the quality of life. Skilled Education covers courses and programmes in management, engineering, technology, architecture, pharmacy, town planning, applied arts and crafts, hotel management and catering technology. India, the World's largest democracy has shown a tremendous growth of its techno-economic ability, over the last 64 years after Independence. Sustaining an economic growth of 7 to 8% during the last 10 years, attaining self reliance in strategic sectors and in key areas including food security, making Indian economics of the world and above all making India proud by meeting the requirement of specialized and technical manpower.

All these could be possible because of a great support offered by India's overgrowing technical education sector. India will continue to be one of the major contributors to the growth of specialized and technical manpower to man industries and enterprises at home and abroad creating and also providing the necessary support for the growth of knowledge and innovating power to encourage new businesses and enterprises. This is the situation in which we have to view India's technical education, today and its prospective growth for tomorrow. This is well distinguished by Hon. A.P.J. Abdul Kalam -

‘Imagine a workforce able to meet the entire world’s shortage of technical and professional graduates. Imagine companies and universities from around the world gravitating to India as the premier scientific and technological research and development environment. Imagine an India in which cities are far cleaner and more modern, citizens more enlightened and responsible, entrepreneurs more dynamic and sophisticated institutions far more effective and responsive’.

The best profession in the world is Teacher. Many persons are found engaged in business concerns and perform their assigned jobs. Why they are doing these jobs? Off course to earn the money! Why money is to be earned? Money is to be earned to live the wealthy and happy life. It means job and money are not ends but just means to accomplish the end i.e. wealthy and happy life. It means the job is expected to contribute in their happy life and should become a prime source of their happiness and satisfaction. What is satisfaction? It can be described as; “state of pleasant feelings or assumptions is satisfaction”. If the job itself becomes cause to satisfaction, then this can be termed as job satisfaction.

Basically ‘satisfaction’ is a relative concept. It varies from person to person. As it is cognitive phenomenon and cannot be generalized in relation to all persons with any prescribed assumptions. Therefore, the objects of satisfaction vary from person to person. One more important element in satisfaction is, ‘it cannot be in the external objects but depends upon personality traits’. One object can provide satisfaction to a particular person but the same object may not. Many times extremely opposite feeling may be perceived.

Job should be satisfying, which is the source of employees’ satisfaction. If the job can’t satisfy the employee, such unsatisfied employee can’t give effective results. Therefore, at least in the interest of desired performance, the entrepreneurs should be careful enough about job satisfaction. As gentle point of view is that, human resource should not be considered as just a force to accomplish maximum possible productivity but their satisfaction and welfare are also the main issues. Only men are not for the organization but organization is also for men. Today investment in human resource is considered as ‘human capital investment’. There are also good returns on such capital investment. Today, focus is being diverted from material, machines and money towards human resource. Human must be satisfied with the nature and operation of the job assigned. The concept of satisfaction is closely relates with life ideology. In the various

researches many rich people are found unsatisfied whereas many poor people are found satisfied. It all depends upon attitude towards the fulfillment of needs. Resources for fulfillment of needs are to be increased or needs to be minimized and controlled. The entrepreneur must take all possible efforts to make the humans satisfied through assignment of duties. Another important factor in job satisfaction is employees' proper orientation in relation to the satisfaction. Thirst and greed for satisfaction will not end; employee should be wise enough to define their satisfaction and to develop their satisfied nature within them. Success of the business is ultimately depends upon human resource contribution and only satisfied human resource can give object oriented performance. So, job satisfaction to employees should be recognized as important aspect for the accomplishment of all desired results.

- **Need of Study/Research Problem:**

Achievement of high level of performance through productivity and efficiency has always been an organizational goal of high priority. In order to do that highly satisfied workforce is necessary for attaining a high level of performance and development of organization. Satisfied worker leads to extent more efforts to job performance. Therefore every organization tries to create a satisfied work-force to enhance the well-being of organization. However the total organizational performance depends on efficient and effective performance of individual employees of the organization. Thus, every organization places a considerable reliance on their employee performance to gain high productivity in the organization. In other words, a satisfied individual employee and his efforts & commitment are crucial for the success of organization.

Latur is one of the educationally advanced districts of the state. There are many educational and technical institutes. Recently, it has evolved as an education centre, primarily for secondary and higher secondary education. Latur Pattern is a phrase that recently evolved in Latur. Latur Pattern has emerged as a gold standard for secondary and higher secondary education in Maharashtra. This technique of education has been widely adopted in other places due to its consistent and successful track record of excellent results. The emphasis is more on completing the course-work early in the year and then focusing on practicing for the examinations. The professors are not just teachers, but also mentor,

who take personal interest in each and every student and adapt the teaching style and practice examination regimen as per the capability of the students to cope. The Latur pattern is now growing to rest of the state. Latur is a well-developed as an academic hub, with inclusion of multi-disciplinary educational institutes which helps students to focus on their career path.

- It indicates the general level of satisfaction in the organization about its programs, policies etc.
- It is a diagnostic instrument for knowing employees' problems, effecting changes and correcting with least resistance.
- It strengthens the communication system of the organization and management can discuss the result for shaping the future course of action.
- It helps in improving the attitudes of employees towards the job and facilitates integration of employees with the organization.
- It helps Unions to know exactly what employees' want and what management is doing.
- It facilitates in determining the training and development needs.

➢ Objectives of the Study:

This study aims at focusing on job satisfaction of senior college teachers among latur district.

- To know about the job satisfaction levels of senior college teachers
- To understand the factors which influence the job satisfaction of senior college teachers?
- To identify the impact of job satisfaction on their performance
- To identify the factors which improves the satisfaction level of senior college teachers?
- To know the differences in the level of job satisfaction based on gender and educational level.
- To give suggestions about measures & improve the level of satisfaction.
- To know, the satisfaction level of female college teachers and male college teachers & analyse it.

➢ Hypothesis of the study:

1. Remuneration and Recognition affect job satisfaction level of senior college teachers.
2. Working culture at the work place affects Job satisfaction level among the senior college teachers.
3. Job insecurity is the main problem among temporary staff.
4. Female college teachers are more satisfied than male college teachers.
5. Most of the permanent staff seems satisfied with the salary.
6. Motivative & helpful management encourage staff to express their views.

➢ Scope of the Study:

The Scope of the study is restricted to the Latur District only. Out of 370 colleges affiliated to Swami Ramanand Teerth Marathawada University, Nanded, there are 131 colleges situated in only Latur District. The scope of the study is confined to the affiliated colleges under Swami Ramanand Teerth Marathawada University, Nanded. In this study researcher has evaluated the job satisfaction level among the Senior College teachers in Latur district and the impact of their job satisfaction level on work. The findings of the study and conclusions are drawn on the basis of information collected by using questionnaire and personal communication with 500 respondents.

a) Periodical Scope:

For this research study, the data has been collected from the past 5 years for the primary data and post independence period for the secondary data.

b) Geographical Scope:

The data for this research is collected from Latur district.

Latur district including its 10 talukas they are as follows:

1. Ahmadpur	2. Chakur	3. Jalkot	4. Nilanga	5. Shirur-Anantpal
6. Ausa	7. Deoni	8. Latur	9. Renapur	10. Udgir

The researcher taken into consideration selected senior colleges for the study from the latur district.

c) Operational Scope:

The study concentrates on perceptions and views of senior college teachers regarding job satisfaction and their impact on performance. The operational scope of the study includes mainly teaching staff of the selected senior college among latur district affiliated to Swami Ramanand Teerth Marathwada University, Nanded

➢ Research Methodology and Data Collection :

The research study will be done by using tools like Primary and secondary collection of data. Primary data will collect through structured questionnaire. The sample of 500 respondents will be used for the study. Collection of secondary data is a purposive gathering of information relevant to the Secondary data will be collected from the websites, annual reports as well as publications of various particular institutions.

The data for the research work will be collected from the primary sources by using questionnaire method as questionnaire is prepared in multiple choice formats. The study will be based on 500 respondents. The data will be collected by using cluster and convenience random sampling. The other method used for the collection of data is secondary method. The published reports, websites and news papers etc. is used for the research work. The collected data will be analyzed by using different statistical methods.

All the educational research methods are classified into three categories. These categories can be used as a single method or by using a combined method. These methods are as follows:-

1. **Historical Method:**

   Historical method is the collection of techniques and guidelines that historians use to research and write histories of the past. Primary sources and other evidence including those from archaeology are used.

2. **Descriptive Method:**

   Descriptive research method is a method of investigation to study, defines, collect, analyse, interpret that things which are exists at present. They do not make precise

guesses, and they do not determine cause and effect on certain issues. There are three main types of descriptive methods: observational methods, case-study methods and survey methods.

3. **Experimental Method:**

Experimental research is any research conducted with a scientific approach, where a set of variables are kept constant while the other set of variables are being measured as the subject of experiment. Experimental research is one of the founding quantitative research methods.

The present study falls under "Descriptive Survey Method". This is themost commonly used research method in education. Descriptive method helps to describe and interpret the present conditions, practices, processes, trends, effects, attitudes, beliefs etc. Descriptive research studies aredesigned to obtain relevant and precise information concerning the current statusof phenomena and whenever possible to draw valid general conclusion from the facts discovered. Descriptive studies are classified in the following three categories –

4. **Observational Method:**

With the help of observational method, animal and human behaviour is thoroughly observed. There are two main categories of the observational method - naturalistic observation and laboratory observation.

5. **Case Study Method:**

Case study research involves an in-depth study of an individual or group of individuals. Case studies often lead to testable hypotheses and allow us to study portents. Case studies should not be used to determine cause and effect, and they have limited use for making accurate predictions.

6. **Survey Method:**

In survey method research, participants answer the questions asked through interviews or questionnaires. After participants answer the questions, researchers describe the responses given. In order for the survey to be both reliable and valid it is important that the questions are constructed properly. Questions should be written so they are clear and easy to comprehend.

Note: The sample size may vary in future if research study needs the change for the better output.

➢ Limitation of the Study:

- The present study is limited to Latur district only and has reflected the thinking of respondents of the said area and which may be different from the thinking of the other District.
- Response from only senor college teachers has been taken which may vary from the other classes of teachers.
- Duration of last 10years has been decided for secondary data collection; therefore change in time period may vary the findings.
- Convenience sampling method has been followed for primary data collection; if complete survey method is adopted for the study and findings may vary.
- The study focused on finding out the relationship between faculty's job satisfaction and their teaching performance.

CHAPTER SCHEME:

1. **Introduction:**
   It includes meaning and definitions of job satisfaction of seiner college teachers. It also provides information about dimensions and factors of job satisfaction.

2. **Review of Literature:**
   Research finding of the eminent research scholars in India and abroad are presented in this chapter and views of the eminent thinkers are also presented.
3. **Research Methodology:**
   It includes introduction of research, Methodologies of research, need of the study, Objectives of the study, Hypothesis, Sample design, Sources of data, Statistical application, scope and limitation and possible contribution of the study.
4. **Analysis & Interpretation of Data:**
   Conceptual description, analysis and interpretation of different perceptions of human resource and Past performance data of the college teachers is presented in this chapter.

5. Conclusion, Findings and Suggestions:

Testing of hypothesis, findings and suggestions are presented.

(The above chapter scheme is tentative. Depending on the actual research work it may change in the course of the study.)

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